



Cornell University ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Middleburgh Central School District and Middleburgh Central School Administrators Association (2006)**

Employer Name: **Middleburgh Central School District**

Union: **Middleburgh Central School Administrators Association**

Local:

Effective Date: **07/01/06**

Expiration Date: **06/30/10**

PERB ID Number: **5613**

Unit Size: **5**

Number of Pages: **22**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

AD1 / 5613

AGREEMENT
BETWEEN
THE MIDDLEBURGH CENTRAL SCHOOL
ADMINISTRATORS' ASSOCIATION
AND
THE SUPERINTENDENT
OF
THE MIDDLEBURGH CENTRAL SCHOOL DISTRICT

JULY 1, 2006 THROUGH JUNE 30, 2010

RECEIVED

MAR 20 2008

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

5

TABLE OF CONTENTS

ARTICLE I PREAMBLE.....	2
ARTICLE II RECOGNITION	2
ARTICLE III LEAVES	3
ARTICLE IV WORKING YEAR.....	5
ARTICLE V NEGOTIATION PROCEDURES	5
ARTICLE VI INSURANCE BENEFITS	6
ARTICLE VII ACCIDENT INDEMNITY	8
ARTICLE VIII VACANCIES	8
ARTICLE IX CREATION OF NEW POSITIONS	8
ARTICLE X GRIEVANCE PROCEDURE	9
ARTICLE XI REVIEW OF PROPOSED CONTRACTS.....	14
ARTICLE XII NO STRIKE PLEDGE	14
ARTICLE XIII HEALTH EXAMINATION.....	14
ARTICLE XIV EVALUATION.....	15
ARTICLE XV COMPENSATION.....	15
ARTICLE XVI DURATION	17
ATTACHMENT #1 ADMINISTRATOR'S EVALUATION.....	18

ARTICLE I

(PREAMBLE)

In order to effectuate the provisions of the Public Employees Fair Employment Act of the State of New York (Civil Service Law, Article 14) and to encourage and increase the effective and harmonious working relationships between the Superintendent of Schools of the Middleburgh Central School District of Middleburgh, NY (hereinafter called "School District" or "District") and its supervisory and administrative employees (hereinafter called "Association"), the District and Association enter into this Agreement.

ARTICLE II

RECOGNITION

1. Bargaining Unit

a. The District hereby recognizes the Association as the exclusive bargaining agent and representative for the administration and supervisory personnel in the Middleburgh Central School District of Middleburgh, N.Y., for the maximum period provided by law. The professional positions incorporated in such recognition include, but are not limited to, the following:

High School Principal

Middle School Principal

Elementary School

Director of Pupil Personnel Services

b. The MCAA will negotiate on behalf of the Dean of Students position annually commencing on or about May 1 of each year. The fringe benefits of this contract do not pertain to the Dean of Students. The Dean of Students salary for the 2007-08 school year is \$30,000.

2. Newly created or substantially altered existing supervisory or administrative positions shall be represented by the Association.

3. Excluded from this Association are the following:

a. Superintendent

b. Business Administrator/Business Manager

ARTICLE III

LEAVES

1. Sick Leave

- a. Each Administrator shall be credited with twenty (20) days of sick leave in his first year of employment in the District and with eighteen (18) days of sick leave in each subsequent year. Such sick leave shall be credited on the first day of the school year whether or not the Administrator reports to work on that day. An Administrator appointed for less than a full school year shall be credited with sick leave on a pro-rated basis on the first day of his appointment.
- b. Sick leave accumulations shall be limited to 250 days.
- c. The Board of Education will pay 100% of the premium cost for disability insurance purchased for the members of M.C.A.A. Presently, the plan in effect is sponsored by the School Administrators Association of New York State, supplied through Mutual of Omaha.

If, for some reason, the present plan becomes unavailable, the M.C.A.A. and the Board of Education will mutually agree to change to a comparable plan.

2. Leave for Family Illness or Death

- a. Administrators shall receive leave with pay with no charge to leave credits in the following situations:
 1. Up to five days at one time in the event of the death of his spouse, child, son-in-law, daughter-in-law, parent, parent-in-law, sibling, or other member of his immediate household.
 2. Up to three days at any one time in the event of the death of his grandparent, brother-in-law, sister-in-law, aunt, uncle, niece or nephew.
- b. At the discretion of the Superintendent, an Administrator may be granted up to three days with pay with no charge to leave credits to provide required bedside or household attention to a seriously ill spouse, child, son-in-law, daughter-in-law, parent, parent-in-law, sibling or other member of his immediate household. In such cases, the Superintendent may require a Physician's statement validating the serious illness of the relative and the need for the bedside or household attention, and leave shall only be permitted for those days for which such validation was provided.

3. Court Leave

- a. Leave at full pay with no charge to leave credits shall be granted to Administrators who are required to be absent for the performance of jury duty or for required appearances in any legal proceeding connected with their employment with the school system. This does not include any legal proceedings involving any grievance brought by a member of the unit against the District.
- b. Any payment, exclusive of meal, mileage, or other expense payments, received by an Administrator on jury duty leave shall be paid by the Administrator to the District.

4. Personal Leave

- a. Each Administrator shall receive on the first day of each school year credit for four (4) days of personal leave. An Administrator appointed for less than a full school year shall receive credit for a pro-rated amount of personal leave on the first day of his appointment.
- b. Up to one day of unused personal leave credit may be carried over to the following school year to provide for a maximum accumulation of personal leave of five (5) days.
- c. Any unused personal days not carried over will accrue to sick leave accumulation.

5. Maternity Leave

In addition to the accumulated sick leave which may be utilized by a female member for pregnancy-related illness or disability, either male or female members shall be granted leave of up to two years for each birth of a child without loss of tenure rights or any other position-related right. Such leave shall be without pay. For the purpose of this sub-paragraph, multiple births shall be deemed to be a single birth. Such leave shall be granted one year at a time. The member shall notify the Board in writing within three months after the pregnancy has been determined. An application for maternity leave accompanied by a statement from a Physician indicating the probable date of delivery shall be made at any time prior to the end of the seventh month of pregnancy. The member may continue employment at all times during pregnancy and immediately after delivery, provided, however, that the Board may require a Physician's certification as to fitness for work of such member after delivery. In the event that a second year of maternity leave is required by such member, application for such leave must be filed in writing with the Board at least ninety (90) days prior to the expiration of the first year of maternity leave.

ARTICLE IV

WORKING YEAR

1. All M.C.A.A. members covered in this document will work a twelve month schedule from July 1, to June 30 for each school year.
2. M.C.A.A. members will be entitled to all school holidays including those in accord with the Fourth of July, Labor Day, and will be entitled to twenty paid vacation days exclusive of school holidays. A minimum of two unit members will be on duty during the 3 major holiday breaks (Christmas recess, midwinter recess and spring recess). The following days will not be considered work days: Christmas Eve, Christmas Day, New Years Eve, New Years Day, Presidents Day, and Good Friday.
3. Administrators will receive 20 vacation days each year. All vacation days are to be approved in advance by the Superintendent. Normally, the Administrator's vacation will take place during the period following graduation through August 25.
4. Up to five (5) days of unused vacation leave may be carried over to the next fiscal year, upon prior approval of the Superintendent, to provide for a maximum accumulation of vacation leave up to twenty five (25) days.

ARTICLE V

NEGOTIATION PROCEDURES

Negotiations for a successor agreement shall be commenced no later than May 1, 2009

ARTICLE VI

INSURANCE BENEFITS

1. The District shall pay 100% of the premium cost for individual and family coverage under the Blue Cross, Blue Shield Matrix plan or equivalent coverage. Any Administrator hired after September 1, 1995, will be responsible for 15% of the premium costs for 2 person or family coverage.
2. The District shall pay 100% of the premium cost for the District-wide prescription drug plan for individual, family or Medicare coverage.
3. A unit member who elects not to take the above Health Insurance coverage shall receive a \$500 incentive with \$250 of that amount payable no later than November 30 of the school year and the remaining \$250 payable no later than April 30 of the school year. This election shall be made on an annual basis by written notice to the Superintendent no later than September 10 of each school year. Proof of alternative insurance coverage is to be submitted with this written notice, along with a signed statement, on a form to be provided by the District, indicating the employee's desire to terminate or elect not to accept insurance coverage.

Said election shall be irrevocable for the duration of that school year, except that reentry to the Health Insurance Plan and Prescription Drug Plan shall be permitted under the following conditions:

- a. The unit member must demonstrate to the satisfaction of the Superintendent that they have experienced a change in circumstances based on the following:
 1. The unit member is no longer covered by an insurance plan of a spouse.
 2. The unit member is no longer covered by another plan where coverage had previously existed.
 - b. The amount paid by the District as incentive, shall be paid, on a pro-rata basis, prior to reentry.
4. Administrators who retire with 10 or more years of service in the district will continue to enjoy health insurance benefits as prescribed in Sections 1 and 2 of this article at the District's expense.

5. Upon the death of an active or retired Administrator from the District, his/her spouse and dependent children will continue to receive health insurance benefits and the prescription drug plan, at the District's expense, as explained in Sections 1 and 2 of this article. The District's responsibility ends with the remarriage or death of the spouse and when the dependent children reach the age of 19 or complete college, with a maximum age if in college, to age 25.
6. While on non-salaried leave, an Administrator may continue his/her group coverage at his/her own expense.
7. The Board of Education will budget \$1000 for each school year per individual Administrator for the purpose of a self-funding dental program for the employee and his/her spouse and dependent children. If a principal has a balance of \$3,000 in the dental account as of June 30th, the District will not contribute the annual payment for this program.

The financial administration of the program will be the responsibility of the Business Administrator. A separate account will be maintained according to acceptable accounting procedures and will be subject to the annual audit.

Each Administrator will be credited with the stated amount each July 1. Dental receipts will be turned into the Business Administrator accompanied by a claim form. The claims cannot exceed the accrued amount in each individual's account, nor can an employee carry over dental expenses from one fiscal year to the next fiscal year. Unclaimed monies from each fiscal year can be accrued and used in subsequent years by the individual and his/her dependents.

Payment for dental work by a licensed Dentist will be the only acceptable claims.

If the Administrator leaves the District for whatever reason, all remaining monies revert back to the District.

Reimbursement will be made to the employee after submission of the receipt and claim form.

If a dental program is provided for the teaching staff, the Administrators listed above will automatically become members of that plan with 100% individual/family plan coverage. Any monies left in the self-funding dental account will go back to the District at the time of conversion.

ARTICLE VII

ACCIDENT INDEMNITY

1. Whenever a regularly employed Administrator is absent from his employment and unable to perform his duties as a result of personal injury caused by an accident or an assault occurring in the course of his employment, he will be paid his regular wages during his absence from his employment, up to a maximum period of one salary year. No part of such absence will be charged against the Administrator's sick leave, and Administrator benefit as they relate to this question, presently effective in the school district, shall in no way be diminished.
2. When an Administrator is absent in accordance with the provisions of the Article, he shall, as a condition of continuing to receive his full salary, pay to the District the full amount of any monies paid by Workmen's Compensation Insurance for the purpose of replacing the Administrator's wages.

ARTICLE VIII

VACANCIES

1. The Board shall give written notice to each member of M.C.A.A. of any vacancy which occurs in any existing administrative or supervisory position or which occurs as the result of the creation or modification of a new or existing administrative or supervisory position. Such notice shall contain:
 - a. a description of the position to be filled
 - b. qualifications for the position
 - c. appropriate salary range
 - d. procedure for application
2. Notice shall be deemed sufficient if mailed to the mailing address of the member on file with the Board.

ARTICLE IX

CREATION OF NEW POSITIONS

New administrative or supervisory positions that are created by the District and are not management confidential in nature shall be governed by the terms of this agreement.

ARTICLE X

GRIEVANCE PROCEDURE

1. Definition

- a. "Grievance" is a claim by an Administrator of a group of Administrators based upon any event or condition affecting their salaries, welfare and/or terms and conditions of employment, including but not limited to any claimed violations, misinterpretation, misapplication or inequitable application of law, rules or regulations having the force of law, this agreement, policies, rules, by-laws, regulations, directions, orders, work rules, procedures, practices or customs of the Board and Administration during the term of this Agreement.
- b. "Chief Executive Officer" means the Superintendent of Schools.
- c. "Grievant" means any party named in a grievance who is an aggrieved party.
- d. "Party in Interest" means any party named in a grievance who is not the aggrieved party.
- e. "Hearing Officer" means any individual or Board charge with the duty of rendering decisions at any stage of the grievance procedure.

2. Procedures

Stage 1: Chief Executive Officer-Informal

An Administrator having a grievance will discuss it with the Chief Executive Officer either directly or through a M.C.A.A. representative with the objective of resolving the matter informally. The Chief Executive Officer will confer with all the parties in interest, but in arriving at his decision will not consider any material or statement offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his representative present. If the Administrator submits the grievance through a representative, the Administrator may be present during the discussion of the grievance.

Stage 2: Chief Executive Officer-Formal

If the grievance is not resolved informally, it may be reduced to writing and presented to the Chief Executive Officer. Within two (2) school days after the written grievance is presented to him, the Chief Executive Officer shall, without any further consultation with the aggrieved party, or any party in interest, render a decision thereon, in writing, and present it to the grievant.

Stage 3: Board of Education

1. If either the grievant or M.C.A.A. is not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board within fifteen (15) school days after the Chief Executive Officer has given notice of such decision and has presented such decision to the grievant.
2. Within ten (10) school days after the receipt of an appeal, the Board or subcommittee thereof shall hold a hearing on the grievance. The hearing shall be promptly conducted in executive session.
3. The Board or subcommittee shall render a decision and notice of such decision and a copy thereof shall be given within five (5) school days after the conclusion of the hearing. Notice of such decision and a copy thereof shall promptly be given to every party who has appealed such grievance to the Board of Education.

Stage 4: Arbitration

1. After such hearing, if either the grievant or M.C.A.A. is not satisfied with the decision of the Board rendered at Stage 3, either side may submit the grievance to arbitration by written notice to the Board given within fifteen (15) school days after the Board shall have given notice of its decision to the grievant and M.C.A.A.
2. Within fifteen (15) school days after such written notice of submission to arbitration, the Board and M.C.A.A. will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment, from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, the arbitrator shall be selected in accordance with procedures established by the Public Employment Relations Board of the State of New York.
3. The arbitrator will hear the matter promptly and will issue his decision not later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date when the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.

4. The arbitrator shall limit his decision to the application and interpretation of the Agreement, and to any remedy, if appropriate, which is not inconsistent with this Agreement and is not contrary to law. However, he shall be without power and authority to make any decision or recommendations.
 - a. contrary to or inconsistent with, or modifying or varying in any way, the terms of this Agreement or of applicable law or rules or regulations having the force and effect of law.
 - b. involving Board discretion or Board policy under the provisions of this Agreement, except that he may decide in a particular case, involving Board discretion or policy whether or not the Board applied such discretion or policy discriminatorily, i.e., in a manner unreasonably inconsistent with the general practice followed throughout the school system in similar circumstances.
 - c. limiting or interfering in any way with the powers, duties and responsibilities and the Board of Education under the applicable law, and rules and regulations having the force and effect of law.
5. The decision of the arbitrator shall be advisory to the Board of Education. After which, the Board shall render its decision.
6. The costs for the services of the arbitrator, and other hearing expenses, if any, will be divided equally by the Board and the M.C.A.A.

Rules of Procedure

- A. All grievances shall include the name and position of the grievant, the identity of the provision of law, this agreement, policies, etc., involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievant, and a general statement of the nature of the grievance and the redress sought by the grievant.
- B. Except for informal decisions at Stage 1, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth the reasons therefore. Each decision when rendered shall forthwith be transmitted to the grievant, the parties in interest, if any, and the President of the M.C.A.A.

- C. If a grievance affects a group of members and appears to be associated with system-wide policies, it may be submitted by M.C.A.A. directly at Stage 3, described herein above.
- D. The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. All reasonable effort will be made to avoid interruption of administrative duties and to avoid involvement of students in any phase of the grievance procedure.
- E. The Board and M.C.A.A. agree to facilitate any investigation which may be required and to make available any and all material relevant documents, communications and records concerning the grievance.
- F. Except as otherwise provided at Stage 1, the grievant and any party in interest shall have the right at all stages of a grievance to confront and cross examine all witnesses and to call witnesses on their own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
- G. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the Board or by any member of the Administration against the grievant, any party in interest, any representative or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
- H. Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents may be developed and approved by both parties. The Chief Executive Officer will then have them duplicated and distributed as the parties agree so as to facilitate operation of the grievance procedure.
- I. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- J. Nothing contained herein will be construed as limiting the right of any member having a grievance to discuss the matter informally with any appropriate member of the administration and to have the grievance informally adjusted without intervention of M.C.A.A., provided the adjustment is not inconsistent with the terms of this Agreement and M.C.A.A. has been given an opportunity to be present at such adjustment and to state its views on the grievance, or to be heard with respect thereto before such adjustment becomes final. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this Agreement in future proceedings.

- K. The grievant may choose whomever he wishes to represent him at any stage, except that such representative may not be an official of a competing employee organization.
- L. The Chief Executive Officer shall be responsible for accumulating and maintaining an Official Grievance Record of each grievance which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1 and all written decisions at all stages. Official minutes will be kept by a party agreeable to both sides at all proceedings at Stages 2 and 3. A copy of such minutes will be made available to the grievant and M.C.A.A. and within one week after the conclusion of each hearing, at Stage 1 and 2. Either party shall advise the appropriate hearing officer in writing of any errors in said minutes. Any such claim of error in the minutes shall become a part of the Official Grievance Record and the hearing officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and copying by the grievant M.C.A.A. and the Board, but shall not be deemed a public record.
- M. The existence of the procedure hereby established shall not be deemed to require any Administrator to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any member to pursue any other legal or appropriate remedies available in any other form.

Time Limits

- A. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party shall be extended only by mutual agreement.
- B. Every grievance will be deemed waived unless the grievance is presented in writing at the first stage within thirty (30) school days after the member knew or should have known of the act or condition on which the grievance is based.
- C. The time of any party to a grievance who is entitled to appeal from any decision rendered with respect thereto shall run from the date when notice is served on such party, regardless of whether such service is late or whether it has been duly served on any other party entitled to notice thereof.
- D. Failure at any state of the grievance procedure to communicate a decision to the grievant, his representatives and M.C.A.A. within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

- E. In the event a grievance is filed on or after June 1, in any year, efforts will be made by both parties to resolve the grievance before the end of the school term or as soon thereafter as possible.

ARTICLE XI

REVIEW OF PROPOSED CONTRACTS AFFECTING SCHOOLS

All clauses in the contracts negotiated with other bargaining units, that affect the functioning of the schools, will be reviewed by the Building Administrators prior to their ratification.

ARTICLE XII

NO STRIKE PLEDGE

1. The Board and M.C.A.A. recognize that strikes and other forms of work stoppage are contrary to the law and public policy. The Board and M.C.A.A. therefore subscribe to the principle that the differences between them shall be resolved without interruption of the educational program in the District.
2. M.C.A.A. affirms that it does not assert the right to strike, nor to assist or to participate in any strike by any bargaining unit, or to impose an obligation on its members to conduct, assist or participate in such strike against the Middleburgh Central School.

ARTICLE XIII

HEALTH EXAMINATION

All members of the M.C.A.A. will undergo an annual health examination as required by law, between July 1, and November 1, each year. If this examination is performed by a duly appointed school physician, the expense will be borne by the District.

ARTICLE XIV

EVALUATION

1. Evaluations will be performed by the Superintendent each year. A mutually agreed upon document will serve as the evaluation tool. (See attachment #1) Included in the evaluation will be professional goals and a self evaluation by each administrator.
2. Each Administrator will meet with the Superintendent and prior to August 1 have professional goals established for the next school year.
3. Prior to June 1st of each year, each member of the Administrators unit will be provided with a written copy of the evaluation and will meet with the Superintendent to review and finalize their evaluation.
4. Each Administrator with an annual evaluation score of 40 or above based on the attached form or similar evaluation instrument, mutually agreed upon, will receive merit pay of \$1000 for that year. This will be paid by the district prior to June 30 of that year. The Superintendent will review all evaluations with the Board of Education prior to an Administrator receiving merit pay.

ARTICLE XV

COMPENSATION

1. The Board of Education will bear the cost of approved graduate courses including the cost of books and tuition. All graduate courses must be approved by the Superintendent and have a direct relationship to the duties of the Administrator. No further compensation will be given for these approved courses. There will not be retroactive compensation for any courses taken prior to July 1, 1981.
2. When a member of this negotiating unit is taking graduate courses at an approved college, the District will reimburse them for use of their car, at a mileage rate set at the annual meeting by the Board of Education for all District employees, or use of a school vehicle.
3. Upon retirement from the Middleburgh Central School, each member of the administrative unit is eligible for a \$35.00 per unused sick day stipend, up to a maximum of 250 days. The District reserves the right to pay said compensation between June 1 and July 30 of the year of retirement.
4. A career increment of \$1000.00 will be added to base pay for every five years of administrative employment, starting with the seventh year.

5. PROFESSIONAL DEVELOPMENT

- a. Each member of the administrative unit will offer at least one professional development in-service course each year to faculty and support staff and will be paid \$100 for each hour of instruction. Prior superintendent approval is needed to sponsor the course.
- b. For salary adjustment purposes, fifteen (15) hours of approved in-service instruction will be equal to one (1) unit. Administrators will be paid \$50 for every completed unit.
- c. To receive in-service credit, for salary adjustment, unit members must produce evidence of satisfactorily completing the in-service instruction by submitting such evidence to the Superintendent of Schools for verification prior to school district recognition of credit. Only in-service instruction attended beyond the regular school hours will receive consideration for credited time and monetary compensation.

6. SALARY SCHEDULE

2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Elementary Principal (\$73,795)	4% increase + \$599.00	4% increase	4% increase	4% increase
Middle School Principal (\$74,371)	4% increase	4% increase	4% increase	4% increase
Director of Pupil Personnel Services (\$74,371)	4% increase	4% increase	4% increase	4% increase
High School Principal (\$83,990)	4% increase	4% increase	4% increase	4% increase

Any new administrator will be hired within the following pay ranges.

Elementary Principal	\$75,000-\$86,540
Middle School Principal	\$75,000-\$87,003
Director of PPS	\$75,000-\$87,003
High School Principal	\$80,000-\$98,256

ARTICLE XVI

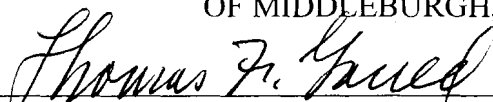
DURATION

This Agreement will cover the period from July 1, 2006 to June 30, 2010.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement
on the 26th day of September, 2007.

SUPERINTENDENT OF SCHOOLS OF THE
MIDDLEBURGH CENTRAL SCHOOL DISTRICT
OF MIDDLEBURGH, NY

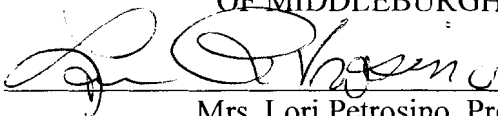
By



Mr. Thomas F. Gould, Interim Superintendent of Schools

MIDDLEBURGH CENTRAL SCHOOL
ADMINISTRATORS ASSOCIATION OF THE
MIDDLEBURGH CENTRAL SCHOOL DISTRICT
OF MIDDLEBURGH, NY

By



Mrs. Lori Petrosino, President

(Attachment #1)

Middleburgh Central School District
Administrator's Evaluation

Administrator: _____

Date: _____

Position Title: _____

Evaluator: _____

Under each section, the evaluator will give a numeric rating based on the rating scale given below additionally; each administrator will conduct a self evaluation relative to professional goals set for the year.

Rating Scale:	5	Outstanding
	4	Above Average
	3	Average
	2	Below average
	1	Needs Improvement

-
1. Administrator's abilities to articulate and implement the District's mission and goals: including innovation of quality programs, ability to readjust, redesign and refocus those educational programs where appropriate.

Evaluator's rating: _____

Rationale:

2. Administrator's ability to articulate and implement curriculum modifications as necessary, based on student data for continuous student improvement, growth, and development.

Evaluator's rating: _____

Rationale:

3. Ensures participation in the decision-making process by involving appropriate staff, students, community representatives, and others who may be affected by final decision.

Evaluator's rating: _____

Rationale:

Trends since last evaluation:

Evaluator's additional comments:

Evaluator's Signature

Administrator's Signature

Date

Date

(Note: the signature of the administrator indicates that the administrator has read this evaluation and recommendations made by the evaluator.)

Administrator's comments may be attached to this evaluation in narrative form.

